



PSYCHOLOGIST - CLINICAL,  
CORRECTIONAL FACILITY  
Final Filing Date: Continuous

OPEN

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER - Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

EXAMINATION BASE DEPARTMENTAL FOR:  
  
DEPARTMENT OF CORRECTIONS AND REHABILITATION

WHO SHOULD APPLY Applicants who meet the minimum qualifications as stated below and have not previously tested with the Department of Corrections and Rehabilitation (CDCR) during this testing period. CDCR testing periods for this examination are: **January – June and July – December**. Applications will not be accepted on a promotional basis.

HOW TO APPLY Submit an Examination Application (Std. Form 678) and a Supplemental Application for Psychologist - Clinical, CF to:

**By mail with:**  
Department of Corrections and Rehabilitation  
Selection Services Section  
P.O. Box 942883  
Sacramento, CA 94283-0001  
(916) 322-2545

**or**

**In person with:**  
Department of Corrections and Rehabilitation  
Selection Services Section  
1515 “S” Street, Room 522-N  
Sacramento, CA 95814  
(916) 322-2545

If you are personally delivering your application(s), you must do so between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, to the street address listed above for the Selection Services Section.

The Supplemental Application for Psychologist – Clinical, CF can be downloaded from State Personnel Board’s website at [www.spb.ca.gov](http://www.spb.ca.gov) or CDCR’s website at [www.cdcr.ca.gov](http://www.cdcr.ca.gov), or a copy may be obtained by calling or going to the address above or one of the institutional personnel offices.

**NOTE:** Only applications with an original signature will be accepted.

APPLICATION DEADLINE/ REQUIREMENTS Applications will be accepted on a continuous basis. All applicants must meet the education and/or experience requirements for this examination at the time he or she files his or her application.

SALARY RANGE(S) As of January 1, 2007  
Salary for Adult Institutions, Division of Juvenile Justice and Division of Correctional Health Services Only

Range P: \$6,882.00 - \$7,125.00 (This salary range applies to non-licensed psychologists)  
Range Q: \$8,124.00 - \$8,636.00

As of January 1, 2007  
Salary for Division of Adult Parole Operations

Range A: \$4,655.00 –\$6,417.00

*It is anticipated that positions utilized by the Division of Adult Parole Operations will also receive a pay increase in the near future."*

BENEFITS

- Deferred Compensation Plans (Savings pool, 401k and 457 plans)
- \$100 monthly Bilingual Differential Pay
- 75% Reimbursement of Van Pool, \$65 maximum per month (\$100 primary driver)
- 75% Reimbursement of Public Transit Passes, \$65 maximum per month
- Flexible work hours (management discretion)
- Pre-tax parking (where applicable)
- Fourteen (14) paid holidays
- Generous paid vacation/sick leave
- Jury duty/military/bereavement leave
- Health, Dental and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
- Pre-retirement death benefit
- Dependent Care Program
- Long Term Insurance (CalPERS)
- Home Loan Program (CalPERS)
- Legal Services
- Employee Assistance Program

MINIMUM QUALIFICATIONS **License:** Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California's Business and Professions Code.

Individuals who do not qualify for licensure by the California Board of Psychology or who are in the process of securing this license will be admitted into the examination and may be appointed, but must secure a valid license within two years of an appointment; however, an individual shall be employed only to the extent necessary to be eligible for licensure plus one year. An extension of the waiver may be granted for an additional one year based on extenuating circumstances, as provided by Section 1277(e) of the Health and Safety Code of Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable.

MINIMUM QUALIFICATIONS (CONTINUED)	<p>(Unlicensed individuals who are recruited from outside the State of California and who qualify for licensure may take the examination and may be appointed for a maximum of one year at which time licensure shall have been obtained or the employment shall be terminated. Additionally, they must take the licensure examination at the earliest possible date after the date of employment.) An extension of the waiver may be granted for an additional one year based on extenuating circumstances as provided by Section 1277(e) of the Health and Safety Code or Section 5600.2(f) of the Welfare and Institutions Code, whichever is applicable. Individuals granted an additional one year based on extenuating circumstances may be appointed for a maximum of two years at which time licensure shall have been obtained or the employment shall be terminated.</p> <p><b>Special Personal Characteristics:</b> Empathetic understanding of patients of a State correctional facility; willingness to work in a State correctional facility; scientific and professional integrity; emotional stability; patience; alertness; tact; and keenness of observation.</p> <p><b>Special Physical Characteristics:</b> Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility and endurance to perform during stressful (physical, mental and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates. Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.</p>
------------------------------------	--

EXAMINATION PLAN	<p>This examination will consist of Training and Experience Evaluation (supplemental application) weighted 100%. To obtain a position on the eligible list, applicants must achieve a minimum rating of 70% on the supplemental application. See section titled “How to Apply” for information on where to obtain a copy of the supplemental application and other needed materials.</p> <p>Candidates who meet the “Minimum Qualifications” will have their supplemental application graded. If they pass the examination, they will be placed on an eligible list. <b>RETURN OF THE SUPPLEMENTAL APPLICATION IS MANDATORY.</b> Candidates who do not return the completed supplemental application will be eliminated from this examination.</p> <p><b>Training and Experience Evaluation (Supplemental Application) -- Weighted 100.00%</b></p> <p><b>Scope:</b> Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:</p> <p><b>A. Knowledge of:</b></p> <ol style="list-style-type: none"><li>1. Psychological theories and research</li><li>2. Principles, techniques and problems in developing and coordinating a clinical psychological treatment program</li><li>3. Principles, techniques and trends in psychology with particular reference to normal and disordered behavior, human development motivation, personality learning, individual differences, adaptation and social interaction</li><li>4. Methods for the assessment and modification of human behavior</li><li>5. Characteristics and social aspects of mental disorders and retardation</li><li>6. Research methodology and program evaluation, institutional and social process, group dynamics</li><li>7. Functions of psychologists in various mental health services</li><li>8. Current trends in the field of mental health</li><li>9. Professional training</li><li>10. Community organization and allied professional services</li></ol> <p><b>B. Ability to:</b></p> <ol style="list-style-type: none"><li>1. Plan, organize, and work in a specialized clinical psychological treatment program involving members of other treatment discipline</li><li>2. Provide professional consultation and program leadership</li><li>3. Teach and participate in professional training</li><li>4. Recognize situations requiring the creative application of technical skills</li><li>5. Develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disorders, to the conduct of research, and to the development and direction of a psychological program</li><li>6. Plan, organize and conduct research, data analysis and program evaluation</li><li>7. Conduct assessment and psychological treatment procedures</li><li>8. Secure the cooperation of professional and lay groups</li><li>9. Analyze situations accurately and take effective action</li><li>10. Communicate effectively</li></ol>
------------------	--

ELIGIBLE LIST INFORMATION	<p>The resulting eligible list will be established to fill vacancies for the Department of Corrections and Rehabilitation. Names of successful candidates are merged into the list in order of final scores, regardless of date. Eligibility expires <b>12</b> months after establishment, unless the needs of the service and conditions of the list warrant a change in this period.</p>
---------------------------	--

POSITION DESCRIPTION AND LOCATION(S)	<p>A <b>Psychologist – Clinical, CF</b> in a state correctional facility or outpatient clinic is under the general direction of the Chief Psychologist or Chief Psychiatrist, depending on the level of the mental health program; carries out difficult assignments in clinical psychology which involve the assessment and treatment of adults and/or youths, program development and evaluation, clinical research, professional training, and consultation. Incumbents also maintain order and supervise the conducts of inmates and/or youth offenders and protect and maintain the safety of persons and property, and does other related work.</p> <p>Positions exist at various institutions located throughout the state with the Department of Corrections and Rehabilitation.</p>
--------------------------------------	--

VETERANS POINTS/ CAREER CREDITS	<p>Veteran's Preference Points will not be granted in this examination since it does not qualify as an entrance examination under the law. Career credits will not be granted in this examination.</p>
---------------------------------	--

GENERAL INFORMATION

**Applications are available at** Department of Corrections and Rehabilitation offices, State Personnel Board offices and local offices of the Employment Development Department, and on line at [www.spb.ca.gov](http://www.spb.ca.gov).

**The Department of Corrections and Rehabilitation** reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

**Examination Locations:** If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

**General Qualifications:** Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

**Veterans Preference:** California law allows the granting of Veterans Preference Points in **Open Entrance** and **Open, Non-promotional Entrance** examinations. Veterans Preference Points will be added to the final score of all competitors who are successful in these types of examinations and qualify for and have requested these points. Credit in **Open Entrance** examinations is granted as follows: 10 points for veterans, widows and widowers of veterans and spouses of 100% disabled veterans; and 15 points for disabled veterans. Credit in **Open, Non-promotional** Entrance examinations is granted as follows: 5 points for veterans; and 10 points for disabled veterans. Directions to apply for Veteran's Preference Points are on the Veterans Preference Applications (Std. Form 1093) which is available from the State Personnel Board, P.O. Box 944201, Sacramento, CA 94244-2010 and the Department of Veterans Affairs, P.O. Box 942895, Sacramento, CA 94295-0001.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545  
California Relay Service for the Deaf or Hearing Impaired: 1-800-735-2929  
[www.cdcr.ca.gov](http://www.cdcr.ca.gov)

THIS CANCELS AND SUPERSEDES ALL PREVIOUSLY ISSUED BULLETINS  
Psychologist – Clinical, CF.doc 4/19/07CRG